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ABSTRACT

This report focuses on the group benefits available to Illinois public higher education employees. The study provides a perspective on the range of benefits and the differences in the administration of institutional benefits. Findings reveal the availability of retirement annuities that increase with each 10 years of service; optional retirement plans, including a portable retirement benefit program; disability benefits for employees with at least 2 years of eligible service; death benefits to the families of active members with 1.5 years of covered service and of inactive members with at least 10 years of covered service; group insurance benefits; payment of one-half of any unused sick days earned after January 1, 1984, for all state employees when they leave the state service; vacation benefits according to the number of years of service; and tuition waivers for staff and their dependents. The study points out that the issue of benefits should be weighed within the framework of an institution's resources and other priorities. Tables provide detailed data by individual Illinois institution. An appendix details specific sick leave and vacation benefits earned by various classes of employees at each institution. (CK)

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ED 396 605

Item #12
July 2, 1996

STATE OF ILLINOIS
BOARD OF HIGHER EDUCATION

EMPLOYEE BENEFITS FOR ILLINOIS PUBLIC HIGHER EDUCATION FACULTY AND STAFF

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Item #12
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STATE OF ILLINOIS
BOARD OF HIGHER EDUCATION

EMPLOYEE BENEFITS FOR ILLINOIS PUBLIC HIGHER EDUCATION FACULTY AND STAFF

Increasing employee compensation has been identified as one of the highest institutional priorities by most Illinois public universities, community colleges, and higher education agencies, and remains a key component of the Priorities, Quality, and Productivity initiative. Employees of public higher education receive compensation for their services in two forms: salaries and employee benefits. This report focuses on the group benefits that are available to public higher education employees.

Public higher education employees receive a number of benefits as a part of their compensation. Employees of the Illinois Student Assistance Commission participate in the State Employees Retirement System and the federal Social Security program. All other public higher education employees are required to participate in State Universities Retirement System and are eligible for retirement annuities and other benefits described below. Participants in the State Universities Retirement System do not participate in Social Security. Employees of public universities and higher education agencies are state employees and share the same benefits as other state employees, including eligibility for group insurance benefits provided through the Department of Central Management Services (CMS). Community colleges are statutorily defined as units of local government, and their employees do not participate in the state funded group insurance program through CMS, but most offer similar benefits at the local level.

In addition to state benefits, most public higher education institutions also provide sick leave and vacation benefits, as well as tuition waivers for employees and their dependents. This report provides a perspective on the range of benefits and the differences in the administration of institutional benefits, such as sick leave and vacation payouts, for the employees of public universities, community colleges and higher education agencies.

Retirement, Disability, and Death Benefits

The State Universities Retirement System (SURS), administers retirement annuities and other benefits, including death, disability, and survivors benefits, for employees of state universities, community colleges, and higher education agencies. Currently, participation in the SURS system is a condition of employment.

Retirement. Members are eligible for retirement at any after 35 years of service regardless of age, after at least eight years of service at age 55, or after five years of service at age 62. Members with at least eight years of service and age 55 are eligible for early retirement provisions, but at a reduced payout level. Members between the ages of 55 and 60, with at least eight years, but less than 35 years of service, are eligible for early retirement provisions without reduced benefits, provided both the member and employer make a one-time lump some payment to SURS based on the member's highest full-time salary rate.

The retirement annuity is based on the largest amount generated under one of the following formulas:

- General Formula: a percentage of average earnings that increases with each ten years of service, ranging from 1.67 percent for each of the first ten years, up to a maximum of

2.3 percent for each year of service after 30 years (average earnings based on the average of the highest earnings for any four consecutive academic years, or the 48 months prior to retirement, which ever is larger);

- Money Purchase: 2.4 times the accumulated member contributions, plus interest, divided by an annuity conversion factor; or

- Minimum Annuity: a fixed dollar amount times the number of years of service, based on a range of average annual earnings, with a low of $8.00 times the number of years of service for average earnings of $3,500 and under, up to $15.00 times the number of years of service for average earnings of $9,500 and over.

Legislation enacted by the General Assembly during the Spring 1996 session provides for a minimum monthly annuity. Under provisions of House Bill 2616, the minimum monthly annuity would be equal to $25 for each year of service credit, up to a maximum of 30 years of service. The Governor had not acted on this bill as of the time this item was being prepared.

For first-time participants after September 14, 1977, the maximum annuity is 75.0 percent of average earnings, and for members who participated before September 14, 1977, the maximum is 80.0 percent of average earnings. Retirement benefits increase annually by 3.0 percent.

Members contribute 8.0 percent of their gross earnings into the system to fund the cost of retirement, death, and disability benefits. Currently, the normal cost of these benefits from state contributions, as calculated by SURS, is equal to 9.2 percent of earnings. State funding of retirement is based on a formula set forth in Public Act 88-0593 designed to fund the system's ratio of assets to liabilities at 90.0 percent by fiscal year 2046. During fiscal year 1996, the state contributed $123.9 million for employer contributions to SURS. The fiscal year 1997 certified amount enacted by the General Assembly is $159.5 million.

Optional Retirement Program. During the 1995 session of the General Assembly, legislation authorizing employers within SURS to offer optional retirement programs was approved and signed by the Governor. Since passage of this legislation, representatives of public universities, retirement program vendors, SURS, the Governor's Office, and the Board of Higher Education have worked to draft legislation to clarify the procedures for offering such programs.

Legislation authorizing SURS to offer a modified benefit plan, identifying the procedures for the review of optional retirement programs, and clarifying administrative requirements has been developed and will most likely be addressed during the fall veto session which begins on November 7, 1996. Under provisions of the proposed legislation, SURS is authorized to sponsor a portable retirement benefit program (PRBP) that allows employees terminating employment with more than five years service in the system to receive to a refund of their contributions to the system plus interest, and a dollar for dollar employer matching contribution. Employees electing to participate in the PRBP would not be eligible for system financed pre and post retirement survivor and death benefits.

The proposed legislation also clarifies that SURS will be the plan sponsor for the optional retirement program (ORP). Working with higher education institutions, SURS would establish criteria for approving insurance, annuity, and mutual fund companies to manage ORP account assets. Employer contributions for ORP accounts would be 7.6 percent of the participants salary; employees would contribute 8.0 percent of their salary into the ORP account. Employees would elect irrevocably to become a participant in either the current defined benefit plan, the PRBP, or an ORP. Estimates of the additional first year cost to the state of offering these alternative benefits range from $7 million to $13 million.

Disability and Death. In addition to retirement annuities, SURS provides members with disability and death benefits. Members with at least two years of eligible service who become disabled

are eligible to receive disability benefits after 60 days, or when sick leave payments are exhausted, whichever is later. Benefits are equal to the greater of 50.0 percent of the employee's salary on the date of the disability, or 50.0 percent of the employee's average earnings during the last 24 months before the disability.

Death benefits are available to the families of active members with one and one half years of covered service or inactive members with ten or more years of covered service. Benefits include the equivalent of the member's retirement contributions plus interest, a lump sum payment of $1,000 and a monthly survivor's annuity ranging from 50.0 percent of the member's accrued normal retirement benefit to 80.0 percent of average earnings up to $600 per month.

Group Insurance Benefits

Employees and retirees of state universities and higher education agencies are covered by group insurance benefits provided through the Department of Central Management Services (CMS). Employees of community colleges are not eligible for these state funded benefits, but are eligible for benefits determined by their local board of trustees. Group insurance benefits provided by CMS include: health insurance, dental insurance, and life insurance. Employees can choose among different plans for health and dental coverage, including the state's Quality Care Plan or one of several regional managed care and HMO plans. Estimated state general funds support of these benefits for public higher education employees totals $112.9 million in fiscal year 1996.

CMS employee health insurance benefits were valued at $2,532 per employee for fiscal year 1996. Employee contributions vary by salary range, with a minimum contribution of $120 per year, or 5.0 percent of the total benefit cost, for employees earning $22,700 or less per year, to a maximum contribution of $270 per year, or 10.7 percent of the total benefit cost, for employees earning $56,901 and above. Additional coverage is available for dependents with employee contributions varying by salary, number of dependents covered, and insurance option. Employees are covered for 12 months even though they may be employed only for nine months.

Employer and employee contributions for the group dental plan vary by the type of plan in which the employee chooses to enroll. Employee contributions are not dependent on salary and increase according to the number of dependents covered. For the Quality Care Dental Plan, employee contributions range from $72 per year for individual members, to $150 for members with two or more dependents. The state contributes $76 per year and $328 per year respectively. The value of the state contribution for the Managed Care Dental Plan is $90 per year for individual members and $150 per year for members with two or more dependents. No employee contributions are required for the managed care plan.

Term life insurance also is provided for employees of state universities and higher education agencies. The state's contribution is $.43 per month per $1,000 of coverage with the coverage being the total amount of the basic contract salary. Optional coverage, up to four times the employee's salary, for employees and separate coverage for dependents, is available at an additional charge to the employee. In fiscal year 1996, the state contributed approximately $4.8 million for term life insurance costs for employees of state universities and higher education agencies.

Although employees of community colleges do not participate in state funded group insurance benefits offered through CMS, many community colleges provide similar health, dental, and life insurance benefits for their employees and retirees. Community colleges are eligible to participate in the Local Government Health Plan administered by CMS. Under this program, districts are eligible to purchase the same group insurance benefits afforded state employees. The insurance may be purchased for current employees and retirees, and requires both an employer and employee/retiree contribution. Table 1 shows the range of health, dental, and life insurance benefits available at community college districts in Illinois. Of the 38 community colleges that reported, 37, or 97 percent offer some type of employee health insurance benefit program. Twenty-seven community colleges

offer health insurance for the families of employees. Only 22 community colleges, or 58 percent, offer dental insurance benefits for their employees. However, all 38 community colleges reporting provide group life insurance benefits.

A state grant provides funding to offset local districts costs for providing health insurance for retired community college faculty and staff. During fiscal year 1996, state funding of $2.6 million provided $691 per community college retiree for health insurance premiums.

Sick Leave Benefits

By state statute, all state employees, after leaving state service, are paid for one-half of any unused sick days earned after January 1, 1984. Unpaid accumulated sick leave is credited towards retirement service. Sick leave payout benefits, as well as vacation payout benefits are, in a sense, a form of deferred compensation. These benefits, while accumulated throughout the employee's career, are only paid to the employee and taxed upon leaving state service. Appendix A summarizes sick leave benefits for public universities and higher education agencies, including the number of cumulative sick days earned per month, the maximum accumulation of sick days, the method of payment for accumulated sick days, (e.g. first earned/first used or last earned/first used), and any additional non-cumulative sick days earned per year. These data were collected as part of a survey of all public universities.

Sick leave benefits are uniform for civil service employees. All civil service employees earn one sick day per month with no maximum accumulation. However, some variation exists in the sick leave benefits accorded to administrative, professional, and academic staff at public universities and higher education agencies. Cumulative sick days, or days the employee can accrue from year to year, vary from a low of 7.2 days per year to a high of 21 days per year. Eleven of the twelve public universities provide additional non-cumulative sick days, days which cannot be accrued, ranging from 10 to 43 days per year. Two universities, Chicago State University and Eastern Illinois University, provide faculty an additional 20 non-cumulative sick days for the first three years of employment only. Eight universities cap the maximum number of sick days that can be accrued, while the remaining four universities and none of the higher education agencies have any caps on the maximum number of sick days accumulated.

Accounting methods for charging employees for sick time used also vary. Both campuses of Southern Illinois University and the three campuses of the University of Illinois account for the use of sick time on a last earned, first used (LEFU) basis for faculty and professional staff. In other words, sick time earned during the most recent period is charged first. This method effectively reduces the sick leave payout liability for the institution, for employees that began before January 1, 1984, by first using sick time the employee is eligible to be compensated for, as opposed to using sick time earned before January 1, 1984. All other universities and higher education agencies use a first earned, first used method (FEFU), which uses the oldest sick time the employee has accumulated first. In the case of employees who began service before January 1, 1984, sick days earned before that date would be used first, leaving compensated sick time earned since January 1, 1984 to continue to accrue.

Appendix B shows the sick leave benefits offered to employees of Illinois community colleges. Sick leave and vacation leave policies were collected by the staff of the Illinois Community College Board in response to a request from Board of Higher Education staff. At total of 29 community colleges responded to the request. Sick leave benefits vary widely among the community colleges reporting. While all community colleges offer sick time as a benefit, only four of the community colleges reporting, Belleville Area College, Danville Area Community College, John A. Logan College, and State Community College, compensate their employees for unused sick time upon leaving employment. Through June 30, 1996, State Community College is a state supported entity, and therefore required by statute to provide sick leave payouts for their employees. After June 30, 1996 benefits will be determined by a local board of trustees. John A. Logan College and Danville Area

Community College compensate only those employees that retire from employment for unused sick time, up to a maximum of 45 days for Belleville Area College and $10 per day, up to $200 total, for Danville Area Community College. All other community colleges reporting do not compensate employees for unused sick time, however the unused amount is certified to SURS for retirement service credit. The number of cumulative days earned by community college employees ranges from .83 days per month to 1.67 days per month. No community college reports non-cumulative sick days as a benefit for employees.

Because employees of public universities and higher education agencies are paid for one half of unused sick leave earned after January 1, 1984, all public universities and higher education agencies have an accumulated liability for unused sick days employees have earned, but for which they have not received compensation. These liabilities represent the total dollar amount of accumulated sick leave public universities and higher education agencies will have to pay to employees upon termination of employment.

Table 2 shows the estimated accumulated sick leave liability as of June 30, 1996, from appropriated and non-appropriated funds, for public universities and higher education agencies. For fiscal year 1996, the estimated accumulated sick leave liability from state appropriated funds totals $169.2 million. Another $29.7 million of accumulated sick leave liability is estimated for non-appropriated funds. This represents a 6.4 percent increase over the total fiscal year 1995 state appropriated funds liability and a 4.8 percent increase over the total fiscal year 1995 non-appropriated funds liability. This total represents approximately 11 percent of the total fiscal year 1996 personal service base for public universities and higher education agencies.

Table 3 shows expenditures for accumulated sick leave for fiscal year 1995 and fiscal year 1996 from appropriated and non-appropriated funds. During fiscal year 1996, public universities and higher education agencies paid $12.6 million for accumulated sick leave benefits to employees leaving state service from both appropriated and non-appropriated sources.

The accumulated sick leave liability for the four Illinois community colleges, as of June 30, 1995, totals $2.2 million, with Belleville Area College accounting for approximately $1.9 million and State Community College $332,000. Data was not available for John A. Logan College and Danville Area Community College reported no accumulated sick leave liability.

Vacation Benefits

Appendix A summarizes data on vacation leave benefits for public universities and higher education agencies including cumulative vacation days earned per year and the maximum accumulation for vacation days. Like sick leave benefits, vacation benefits are uniform for civil service employees. Vacation is earned according to the number of years of service, with a minimum of twelve days per year for civil service employees eligible to earn overtime (non-exempt) with less than three years of service, to 28 days per year for civil service employees not eligible to receive overtime (exempt) with ten or more years of service. The maximum accumulation of vacation days for all civil service employees is the number of days earned in two years.

Vacation benefits are not uniform for administrative, professional and academic staff at public universities and higher education agencies. Most administrative and professional personnel earn two days of vacation per month with the maximum accumulation being the number of vacation days earned over two years. Illinois State University and Northern Illinois University permit a maximum accumulation of 56 days of vacation time for administrative personnel, consistent with the maximum accumulation for exempt civil service employees. The Illinois Mathematics and Science Academy does not permit any accumulation of vacation time from one year to the next for non-civil service staff.

Tenured and tenure track faculty generally earn the same vacation benefits as administrative and professional staff. Faculty at Southern Illinois University at Carbondale and Southern Illinois

University at Edwardsville earn vacation at the same rate as exempt civil service personnel, while the faculty at Northeastern Illinois University, Northern Illinois University, Western Illinois University and the Illinois Mathematics and Science Academy have no vacation benefits.

Appendix B shows vacation benefits for Illinois community colleges. All of the community colleges reporting indicate employees are compensated for unused vacation time upon leaving employment. The number of vacation days earned per year varies by employee category and the number of years of service. Of the community colleges reporting, only seven indicate faculty are eligible for vacation benefits, while all other employee categories receive vacation benefits. Maximum accumulation of vacation time varies by employee contract and college policy.

As with accumulated sick leave, public universities, community colleges and higher education agencies also must account for accumulated vacation liabilities to be paid to employees upon leaving service. Table 4 shows the dollar value of accumulated vacation liabilities for public universities and higher education agencies, for fiscal year 1995 and fiscal year 1996, by appropriated and non-appropriated funds. Public universities and higher education agencies have accumulated an estimated vacation payout liability of $117.3 million from all sources, with $80.1 million, or 68 percent, from state appropriated funds.

Table 5 shows fiscal year 1995 and fiscal year 1996 expenditures for accumulated vacation at public universities and higher education agencies. In fiscal year 1996, public universities and higher education agencies paid an estimated $8.6 million in unused vacation benefits, to employees leaving state service, from both appropriated and non-appropriated funds, with $5.2 million, or 61 percent, coming from state appropriated funds.

Table 6 shows the vacation liabilities and expenditures for fiscal year 1995 and fiscal year 1996 for the Illinois community colleges that responded. As of June 30, 1995, Illinois community colleges had accumulated $7.5 million in vacation payout liabilities. In fiscal year 1996, this figure is estimated to grow to $8.6 million.

Tuition Waivers

In addition to group insurance, sick leave and vacation benefits, public universities and community colleges also offer tuition waivers as a benefit for their employees and employees' dependents. Institutional tuition waiver programs are available at all twelve public universities for faculty, administrators, and civil service support staff. Full or partial waivers are available at 36 of the 38 responding community colleges. For public universities, fiscal year 1995 tuition waivers for faculty, administrators, and civil service support staff were valued at $4.5 million.

State law further permits public universities to waive 50.0 percent of the cost of undergraduate tuition for the dependents of staff who have been employed at the institution at least seven years. Participants must be under the age of 25 and qualify for admission. Seven public universities also waive the other half of tuition for staff dependents. Two institutions waive tuition for the dependents of deceased staff. In fiscal year 1995, the value of these institutional tuition waivers was nearly $1.4 million.

Conclusions

The examination of employee compensation by the Board of Higher Education has historically focused on salaries. Because employee benefits, such as group insurance benefits administered through the Department of Central Management Services, have been outside the purview of the Board of Higher Education and higher education institutions, employee benefits have not been included in reports on employee compensation.

The issue of employee benefits is, however, important for several reasons. Often, the total compensation package, not just salaries, is one of the most important factors in attracting and retaining quality faculty and staff. In addition, institutions are making resource allocation decisions that, in some cases, reallocate funds from salaries to benefit payouts.

While certain employee benefits are determined by statutory authorization, some governing boards have made the decision to provide enhanced sick leave and vacation benefits. This decision to provide enhanced benefits for employees has necessarily involved issues of priorities. The choice to provide enhanced sick leave and vacation benefits should be made with the full consideration that increasing payout benefits comes at the expense of resources that could otherwise be used for salary increases, one of the highest priorities at most institutions.

Each governing board is requested to review their sick leave and vacation policies in light of the analysis provided in this report and the detailed data presented in Appendices A and B. Institutional policies on the granting and accumulating sick and vacation leave should be examined in terms of other institutional priorities.

Table 1

ILLINOIS COMMUNITY COLLEGES
SUMMARY OF EMPLOYEE BENEFITS OFFERED
FISCAL YEAR 1996

Community College	Employee Health Insurance	Family Health Insurance	Dental Insurance	Life Insurance	Full or Partial Tuition Waivers
Belleville Area College	X	X		X	X
Black Hawk College	X	X	X	X	X
City Colleges of Chicago	X		X	X	X
Danville Area Community College	X	X	X	X	X
College of DuPage	X	X	X	X	X
Elgin Community College	X	X	X	X	X
William Rainey Harper College	X	X	X	X	X
Heartland Community College	X	X	X	X	X
Highland Community College	X	X	X	X	X
Illinois Central College	X	X	X	X	X
Illinois Eastern Community Colleges	X		X	X	X
Illinois Valley Community College	X	X		X	
Joliet Junior College	X	X		X	X
Kankakee Community College	X		X	X	X
Kaskaskia College	X	X		X	X
Kishwaukee College	N/R	N/R	N/R	N/R	N/R
College of Lake County	X			X	X
Lake Land College	X	X		X	X
Lewis and Clark Community College	X	X	X	X	
Lincoln Land Community College	X		X	X	X
John A. Logan College	X	X		X	X
McHenry County College	X	X		X	X
Moraine Valley Community College	X			X	X
Morton College	X			X	X
Oakton Community College	X	X	X	X	X
Parkland College	X	X	X	X	X
Prairie State College	X	X		X	X
Rend Lake College	X		X	X	X
Richland Community College	X	X	X	X	X
Rock Valley College	X	X	X	X	X
Carl Sandburg College	X		X	X	X
Sauk Valley Community College	X	X		X	X
Shawnee Community College				X	X
South Suburban College of Cook County	X		X	X	X
Southeastern Illinois College	X	X		X	X
Spoon River College	X	X		X	X
State Community College	N/R	N/R	N/R	N/R	N/R
Triton College	X	X	X	X	X
Waubonsee Community College	X	X	X	X	X
John Wood Community College	X	X		X	X

N/R = No Report

Source: Illinois Community College Board Fiscal Year 1996 Salary Report

Table 2

ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES
ACCUMULATED SICK LEAVE LIABILITIES

(dollars in thousands)	Fiscal Year 1995 (As of June 30, 1995)			Fiscal Year 1996 Estimated (As of June 30, 1996)		
	Appropriated Funds	Non-Appropriated Funds	Total	Appropriated Funds	Non-Appropriated Funds	Total
Chicago State University	$ 5,694.0	$ 358.0	$ 6,052.0	$ 6,150.0	$ 29.0	$ 6,179.0
Eastern Illinois University	9,801.5	981.6	10,783.1	10,598.2	1,051.1	11,649.3
Governors State University	4,360.9	—	4,360.9	4,700.0	—	4,700.0
Illinois State University	10,771.7	3,261.0	14,032.7	11,775.1	3,564.7	15,339.8
Northeastern Illinois University	8,318.6	63.2	8,381.8	9,270.0	65.9	9,335.9
Northern Illinois University	12,936.0	2,061.0	14,997.0	13,700.0	2,250.0	15,950.0
Western Illinois University	12,955.7	803.1	13,758.8	14,025.0	1,050.0	15,075.0
CCC\ECN [1]	254.1	—	254.1	167.9	—	167.9
Southern Illinois University	19,387.1	2,295.8	21,682.9	21,295.2	2,427.7	23,722.9
Carbondale	14,232.4	1,569.7	15,802.1	15,725.3	1,638.9	17,364.2
Edwardsville	5,023.4	714.0	5,737.4	5,425.3	776.1	6,201.4
University Administration	131.3	12.1	143.4	144.6	12.7	157.3
University of Illinois	72,630.7	18,542.8	91,173.5	75,536.0	19,284.5	94,820.5
Chicago	24,372.6	10,328.5	34,701.1	25,347.5	10,741.6	36,089.1
Springfield	2,706.7	202.7	2,909.4	2,815.0	210.8	3,025.8
Urbana-Champaign	41,462.1	7,712.5	49,174.6	43,120.6	8,021.0	51,141.6
University Administration	4,089.3	299.1	4,388.4	4,252.9	311.1	4,564.0
Total Universities	157,110.3	28,366.5	185,476.8	167,217.4	29,722.9	196,940.3
Illinois Community College Board	150.0	—	150.0	183.6	—	183.6
Illinois Student Assistance Commission	661.0	—	661.0	621.0	—	621.0
Illinois Mathematics and Science Academy	667.0	—	667.0	760.4	—	760.4
State Universities Civil Service System	107.0	—	107.0	104.0	—	104.0
Board of Higher Education	243.0	—	243.0	281.0	—	281.0
Total	$ 158,938.3	$ 28,366.5	$ 187,304.8	$ 169,167.4	$ 29,722.9	$ 198,890.2

[1] Liabilities of the Cooperative Computer Center Revolving Fund.

Source: Institution and Agency Survey Responses

Table 3

ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES
EXPENDITURES FOR ACCUMULATED SICK LEAVE

(dollars in thousands)	Fiscal Year 1995			Fiscal Year 1996 (estimated)		
	Appropriated Funds	Non-Appropriated Funds	Total	Appropriated Funds	Non-Appropriated Funds	Total
Chicago State University	$ 417.0	$ 28.0	$ 445.0	$ 450.0	$ 30.0	$ 480.0
Eastern Illinois University	693.2	79.2	772.4	656.5	50.0	706.5
Governors State University	166.7	15.5	182.2	150.0	—	150.0
Illinois State University	635.3	202.2	837.5	741.2	117.6	858.8
Northeastern Illinois University	358.2	0.1	358.3	167.4	3.0	170.4
Northern Illinois University	834.0	199.0	1,033.0	900.0	210.0	1,110.0
Western Illinois University	836.9	55.6	892.5	704.0	56.0	760.0
CCC\ECN [1]	46.2	—	46.2	118.3	—	118.3
Southern Illinois University	944.7	236.5	1,181.2	1,273.9	179.7	1,453.6
Carbondale	605.8	216.5	822.3	935.9	162.8	1,098.7
Edwardsville	331.4	20.0	351.4	338.0	16.9	354.9
University Administration	7.5	—	7.5	—	—	—
University of Illinois	4,305.8	2,037.6	6,343.4	4,521.1	2,139.4	6,660.5
Chicago	1,442.3	746.9	2,189.2	1,514.4	784.2	2,298.6
Springfield	101.6	2.5	104.1	106.7	2.6	109.3
Urbana-Champaign	2,624.1	1,220.1	3,844.2	2,755.3	1,281.1	4,036.4
University Administration	137.8	68.1	205.9	144.7	71.5	216.2
Total Universities	9,238.0	2,853.7	12,091.7	9,682.4	2,785.7	12,468.1
Illinois Community College Board	9.1	—	9.1	9.3	—	9.3
Illinois Student Assistance Commission	63.1	—	63.1	84.4	—	84.4
Illinois Mathematics and Science Academy	40.2	—	40.2	14.7	—	14.7
State Universities Civil Service System	0.1	—	0.1	16.1	—	16.1
Board of Higher Education	3.1	—	3.1	—	—	—
Total	$ 9,353.6	$ 2,853.7	$ 12,207.3	$ 9,806.9	$ 2,785.7	$ 12,592.6

[1] Paid from the Cooperative Computer Center Revolving Fund.

Source: Institution and Agency Survey Responses

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Table 4

ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES
ACCUMULATED VACATION LIABILITIES

(dollars in thousands)	Fiscal Year 1995 (As of June 30, 1995)			Fiscal Year 1996 Estimated (As of June 30, 1996)		
	Appropriated Funds	Non-Appropriated Funds	Total	Appropriated Funds	Non-Appropriated Funds	Total
Chicago State University	$ 1,933.0	$ 258.0	$ 2,191.0	$ 2,089.0	$ 279.0	$ 2,368.0
Eastern Illinois University	1,859.9	888.1	2,748.0	1,840.5	1,015.2	2,855.7
Governors State University	2,333.3	—	2,333.3	2,400.0	—	2,400.0
Illinois State University	3,938.4	1,836.4	5,774.8	4,353.1	2,067.8	6,420.9
Northeastern Illinois University	2,240.2	69.7	2,309.9	2,378.0	71.7	2,449.7
Northern Illinois University	5,660.0	2,030.0	7,690.0	6,100.0	2,050.0	8,150.0
Western Illinois University	2,841.0	789.0	3,630.0	2,930.0	910.0	3,840.0
CCC\ECN [1]	238.3	—	238.3	186.2	—	186.2
Southern Illinois University	17,566.4	3,200.1	20,766.5	19,078.9	3,309.7	22,388.6
Carbondale	13,430.8	2,101.9	15,532.7	14,834.2	2,194.5	17,028.7
Edwardsville	3,931.5	1,080.8	5,012.3	4,021.9	1,097.0	5,118.9
University Administration	204.1	17.4	221.5	222.8	18.2	241.0
University of Illinois	35,597.4	26,460.2	62,057.6	37,021.2	27,518.6	64,539.8
Chicago	14,673.1	16,892.8	31,565.9	15,260.0	17,568.5	32,828.5
Springfield	1,063.3	242.9	1,306.2	1,105.8	252.6	1,358.4
Urbana-Champaign	15,665.0	8,922.9	24,587.9	16,291.6	9,279.8	25,571.4
University Administration	4,196.0	401.6	4,597.6	4,363.8	417.7	4,781.5
Total Universities	74,207.9	35,531.5	109,739.4	78,376.9	37,222.0	115,598.9
Illinois Community College Board	168.0	—	168.0	193.1	—	193.1
Illinois Student Assistance Commission	1,157.0	—	1,157.0	1,088.0	—	1,088.0
Illinois Mathematics and Science Academy	91.0	—	91.0	97.4	—	97.4
State Universities Civil Service System	113.0	—	113.0	112.0	—	112.0
Board of Higher Education	207.0	—	207.0	233.0	—	233.0
Total	$ 75,943.9	$ 35,531.5	$ 111,475.4	$ 80,100.4	$ 37,222.0	$ 117,322.4

[1] Liabilities of the Cooperative Computer Center Revolving Fund.

Source: Institution and Agency Survey Responses

Table 5

ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES
EXPENDITURES FOR ACCUMULATED VACATION

(dollars in thousands)	Fiscal Year 1995			Fiscal Year 1996 (estimated)		
	Appropriated Funds	Non-Appropriated Funds	Total	Appropriated Funds	Non-Appropriated Funds	Total
Chicago State University	$ 161.0	$ 39.0	$ 200.0	$ 174.0	$ 42.0	$ 216.0
Eastern Illinois University	254.8	57.0	311.8	266.0	40.0	306.0
Governors State University	119.9	3.8	123.7	115.0	—	115.0
Illinois State University	249.7	152.9	402.6	273.6	96.9	370.5
Northeastern Illinois University	97.0	1.4	98.4	18.7	2.7	21.4
Northern Illinois University	339.0	167.0	506.0	385.0	195.0	580.0
Western Illinois University	231.5	43.2	274.7	150.6	73.8	224.4
CCC\ECN [1]	70.2	—	70.2	89.3	—	89.3
Southern Illinois University	979.4	326.0	1,305.4	1,237.0	258.4	1,495.4
Carbondale	651.9	286.5	938.4	935.6	222.6	1,158.2
Edwardsville	301.4	39.5	340.9	301.4	35.8	337.2
University Administration	26.1	—	26.1	—	—	—
University of Illinois	2,220.9	2,531.3	4,752.2	2,331.9	2,657.8	4,989.7
Chicago	1,072.9	1,523.8	2,596.7	1,126.5	1,600.0	2,726.5
Springfield	74.4	10.7	85.1	78.1	11.2	89.3
Urbana-Champaign	886.1	942.7	1,828.8	930.4	989.8	1,920.2
University Administration	187.5	54.1	241.6	196.9	56.8	253.7
Total Universities	4,723.4	3,321.6	8,045.0	5,041.1	3,366.6	8,407.7
Illinois Community College Board	18.9	—	18.9	15.0	—	15.0
Illinois Student Assistance Commission	107.4	—	107.4	142.6	—	142.6
Illinois Mathematics and Science Academy	6.4	—	6.4	3.6	—	3.6
State Universities Civil Service System	1.5	—	1.5	12.2	—	12.2
Board of Higher Education	5.2	—	5.2	—	—	—
Total	$ 4,862.8	$ 3,321.6	$ 8,184.4	$ 5,214.5	$ 3,366.6	$ 8,581.1

[1] Paid from the Cooperative Computer Center Revolving Fund.

Source: Institution and Agency Survey Responses

Table 6

ILLINOIS COMMUNITY COLLEGES
ACCUMULATED VACATION LIABILITIES AND EXPENDITURES

(dollars in thousands)

	Fiscal Year 1995 (As of June 30, 1995)		Fiscal Year 1996 (As of June 30, 1996)	
	Liabilities	Expenditures	Liabilities	Expenditures
Belleville Area College	$ 441.3	$ 45.3	$ 602.9	$ 28.6
Black Hawk College	516.0	55.0	417.0	124.0
City Colleges of Chicago	N/A	N/A	N/A	N/A
Danville Area Community College	171.0	11.0	180.0	12.0
College of DuPage	1,053.0	33.0	1,088.0	22.0
Elgin Community College	N/A	N/A	N/A	N/A
William Rainey Harper College	N/A	N/A	N/A	N/A
Heartland Community College	211.0	9.0	231.0	38.0
Highland Community College	37.6	5.8	39.5	2.4
Illinois Central College	N/A	N/A	N/A	N/A
Illinois Eastern Community Colleges	N/A	N/A	N/A	N/A
Illinois Valley Community College	110.0	11.0	101.0	7.0
Joliet Junior College	N/A	N/A	407.3	N/A
Kankakee Community College	80.3	-0-	84.3	4.8
Kaskaskia College	352.0	63.0	416.0	13.0
Kishwaukee College	22.0	0.1	23.0	0.1
College of Lake County	N/A	N/A	N/A	N/A
Lake Land College	206.0	6.0	200.0	7.0
Lewis and Clark Community College	N/A	N/A	N/A	N/A
Lincoln Land Community College	396.0	20.0	517.0	8.0
John A. Logan College	260.7	6.0	265.9	19.0
McHenry County College	357.0	8.9	397.0	7.2
Moraine Valley Community College	519.0	46.0	535.0	47.0
Morton College	25.1	N/A	18.0	N/A
Oakton Community College	365.0	N/A	384.0	N/A
Parkland College	500.0	53.0	547.0	23.0
Prairie State College	192.3	8.7	200.0	8.0
Rend Lake College	27.0	14.5	29.0	5.9
Richland Community College	288.0	33.9	321.0	15.3
Rock Valley College	295.0	N/A	457.0	N/A
Carl Sandburg College	N/A	N/A	N/A	N/A
Sauk Valley Community College	169.2	22.2	170.0	23.0
Shawnee Community College	-0-	-0-	-0-	-0-
South Suburban College of Cook County	376.6	15.0	328.5	14.0
Southeastern Illinois College	N/A	N/A	N/A	N/A
Spoon River College	78.7	15.0	83.1	16.9
State Community College	183.0	-0-	264.0	264.0
Triton College	N/A	N/A	N/A	N/A
Waubonsee Community College	N/A	N/A	N/A	N/A
John Wood Community College	298.0	18.2	295.0	42.5
Total	$ 7,530.8	$ 500.6	$ 8,601.5	$ 752.7

N/A = Not Available

Source: Illinois Community College Board

APPENDIX A

ILLINOIS PUBLIC UNIVERSITIES AND HIGHER EDUCATION AGENCIES
FACULTY AND STAFF SICK LEAVE AND VACATION BENEFITS

	Sick Leave Benefits				Vacation Benefits	
	Days Earned Per Month – Cumulative	Maximum Accumulation	Method of Payment for Accumulated Sick Days*	Additional Days Earned Per Year Non–cumulative	Days Earned Per Year – Cumulative	Maximum Accumulation
Chicago State University						
Administrators	1.50	300	FEFU	10	24	48
Faculty						
Negotiated/Tenure Track	1.75	300	FEFU	20 [1]	24	48
Negotiated Temporary	none	0	none	12	none	0
Non–Negotiated Temporary	none	0	none	9	none	0
Civil Service (Non–Exempt)						
Up to 3 years of service	1.00	Unlimited	FEFU	0	12	24
3 to 6 years of service	1.00	Unlimited	FEFU	0	15	30
6 to 9 years of service	1.00	Unlimited	FEFU	0	18	36
10 to 14 years of service	1.00	Unlimited	FEFU	0	21	42
Over 14 years of service	1.00	Unlimited	FEFU	0	25	50
Eastern Illinois University						
Administrators	1.50	300	FEFU	10	24	48
Faculty						
Tenured/Tenure Track	1.75	300	FEFU	20 [1]	24	48
Temporary Non–Negotiated	none	0	none	10	24	0
Temporary Negotiated	none	0 [2]	none	12	none	0
Annual Appointments (Coaches)	none	0	none	12	24	0
Civil Service (Non–Exempt)						
Up to 3 years of service	1.00	Unlimited	FEFU	0	12	24
3 to 6 years of service	1.00	Unlimited	FEFU	0	15	30
6 to 9 years of service	1.00	Unlimited	FEFU	0	18	36
10 to 14 years of service	1.00	Unlimited	FEFU	0	21	42
Over 14 years of service	1.00	Unlimited	FEFU	0	25	50
Civil Service (Exempt)						
Up to 3 Years of service	1.00	Unlimited	FEFU	0	25	50
3 to 6 years of service	1.00	Unlimited	FEFU	0	26	52
6 to 9 years of service	1.00	Unlimited	FEFU	0	27	54
Over 10 years of service	1.00	Unlimited	FEFU	0	28	56

* First Earned, First Used (FEFU) or Last Earned, First Used (LEFU).

1 For the first three years.

2 For faculty completing six or more years of consecutive service, 50 days may be accumulated, but no benefits are received from unused sick days.

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ILLINOIS PUBLIC UNIVERSITIES AND HIGHER EDUCATION AGENCIES
FACULTY AND STAFF SICK LEAVE AND VACATION BENEFITS

	Sick Leave Benefits				Vacation Benefits	
	Days Earned Per Month – Cumulative	Maximum Accumulation	Method of Payment for Accumulated Sick Days*	Additional Days Earned Per Year Non–cumulative	Days Earned Per Year – Cumulative	Maximum Accumulation
Governors State University						
Administrators	1.50	300	FEFU	10	24	48
Faculty						
Covered by Collective Bargaining	1.75	300	FEFU	0	24	48
Not Covered by Collective Bargaining	1.50	300	FEFU	10	24	48
Civil Service (Non–Exempt)						
Up to 3 years of service	1.00	Unlimited	FEFU	0	12	24
3 to 6 years of service	1.00	Unlimited	FEFU	0	15	30
6 to 9 years of service	1.00	Unlimited	FEFU	0	18	36
10 to 14 years of service	1.00	Unlimited	FEFU	0	21	42
Over 14 years of service	1.00	Unlimited	FEFU	0	25	50
Civil Service (Exempt)						
Up to 3 Years of service	1.00	Unlimited	FEFU	0	25	50
3 to 6 years of service	1.00	Unlimited	FEFU	0	26	52
6 to 9 years of service	1.00	Unlimited	FEFU	0	27	54
Over 10 years of service	1.00	Unlimited	FEFU	0	28	56
Illinois State University						
Administrators	1.00	Unlimited	FEFU	20	24	56
Faculty	1.00	Unlimited	FEFU	20	24	48
Civil Service (Non–Exempt)						
Up to 3 years of service	1.00	Unlimited	FEFU	0	12	24
3 to 6 years of service	1.00	Unlimited	FEFU	0	15	30
6 to 9 years of service	1.00	Unlimited	FEFU	0	18	36
10 to 14 years of service	1.00	Unlimited	FEFU	0	21	42
Over 14 years of service	1.00	Unlimited	FEFU	0	25	50
Civil Service (Exempt)						
Up to 3 Years of service	1.00	Unlimited	FEFU	0	25	50
3 to 6 years of service	1.00	Unlimited	FEFU	0	26	52
6 to 9 years of service	1.00	Unlimited	FEFU	0	27	54
Over 10 years of service	1.00	Unlimited	FEFU	0	28	56
Northeastern Illinois University						
Administrators	1.50	300	FEFU	10	24	48
Faculty	1.75	300	FEFU	0	none	0
Civil Service (Non–Exempt)						
Up to 3 years of service	1.00	Unlimited	FEFU	0	12	24
3 to 6 years of service	1.00	Unlimited	FEFU	0	15	30
6 to 9 years of service	1.00	Unlimited	FEFU	0	18	36
10 to 14 years of service	1.00	Unlimited	FEFU	0	21	42
Over 14 years of service	1.00	Unlimited	FEFU	0	25	50

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ILLINOIS PUBLIC UNIVERSITIES AND HIGHER EDUCATION AGENCIES
FACULTY AND STAFF SICK LEAVE AND VACATION BENEFITS

	Sick Leave Benefits				Vacation Benefits	
	Days Earned Per Month – Cumulative	Maximum Accumulation	Method of Payment for Accumulated Sick Days*	Additional Days Earned Per Year Non–cumulative	Days Earned Per Year – Cumulative	Maximum Accumulation
Northeastern Illinois University (continued)						
Civil Service (Exempt)						
Up to 3 years of service	1.00	Unlimited	FEFU	0	25	50
3 to 6 years of service	1.00	Unlimited	FEFU	0	26	52
6 to 9 years of service	1.00	Unlimited	FEFU	0	27	54
Over 10 years of service	1.00	Unlimited	FEFU	0	28	56
Northern Illinois University						
Administrators	1.00	Unlimited	FEFU	0	24	56
Faculty	1.00	Unlimited	FEFU	0	none	0
Civil Service (Non–Exempt)						
Up to 3 years of service	1.00	Unlimited	FEFU	0	12	24
3 to 6 years of service	1.00	Unlimited	FEFU	0	15	30
6 to 9 years of service	1.00	Unlimited	FEFU	0	18	36
10 to 14 years of service	1.00	Unlimited	FEFU	0	21	42
Over 14 years of service	1.00	Unlimited	FEFU	0	25	50
Civil Service (Exempt)						
Up to 3 Years of service	1.00	Unlimited	FEFU	0	25	50
3 to 6 years of service	1.00	Unlimited	FEFU	0	26	52
6 to 9 years of service	1.00	Unlimited	FEFU	0	27	54
Over 10 years of service	1.00	Unlimited	FEFU	0	28	56
Western Illinois University						
Administrators	1.50	300	FEFU	10	24	48
Faculty	1.50	300	FEFU	0	none	0
Temporary Faculty	none	0	FEFU	9	none	0
Civil Service (Non–Exempt)						
Up to 3 years of service	1.00	Unlimited	FEFU	0	12	24
3 to 6 years of service	1.00	Unlimited	FEFU	0	15	30
6 to 9 years of service	1.00	Unlimited	FEFU	0	18	36
10 to 14 years of service	1.00	Unlimited	FEFU	0	21	42
Over 14 years of service	1.00	Unlimited	FEFU	0	25	50
Civil Service (Exempt)						
Up to 3 years of service	1.00	Unlimited	FEFU	0	25	50
3 to 6 years of service	1.00	Unlimited	FEFU	0	26	52
6 to 9 years of service	1.00	Unlimited	FEFU	0	27	54
Over 10 years of service	1.00	Unlimited	FEFU	0	28	56

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ILLINOIS PUBLIC UNIVERSITIES AND HIGHER EDUCATION AGENCIES
FACULTY AND STAFF SICK LEAVE AND VACATION BENEFITS

	Sick Leave Benefits				Vacation Benefits	
	Days Earned Per Month – Cumulative	Maximum Accumulation	Method of Payment for Accumulated Sick Days*	Additional Days Earned Per Year Non–cumulative	Days Earned Per Year – Cumulative	Maximum Accumulation
Educational Computing Network						
Administrative and Professional	1.50	Unlimited	FEFU	10	24	48
Civil Service (Non–Exempt)						
Up to 3 years of service	1.00	Unlimited	FEFU	0	12	24
3 to 6 years of service	1.00	Unlimited	FEFU	0	15	30
6 to 9 years of service	1.00	Unlimited	FEFU	0	18	36
10 to 14 years of service	1.00	Unlimited	FEFU	0	21	42
Over 14 years of service	1.00	Unlimited	FEFU	0	25	50
Civil Service (Exempt)						
Up to 3 years of service	1.00	Unlimited	FEFU	0	25	50
3 to 6 years of service	1.00	Unlimited	FEFU	0	26	52
6 to 9 years of service	1.00	Unlimited	FEFU	0	27	54
Over 10 years of service	1.00	Unlimited	FEFU	0	28	56
Cooperative Computing Center						
Civil Service (Non–Exempt)						
Up to 3 years of service	1.00	Unlimited	FEFU	0	12	24
3 to 6 years of service	1.00	Unlimited	FEFU	0	15	30
6 to 9 years of service	1.00	Unlimited	FEFU	0	18	36
10 to 14 years of service	1.00	Unlimited	FEFU	0	21	42
Over 14 years of service	1.00	Unlimited	FEFU	0	25	50
Civil Service (Exempt)						
Up to 3 years of service	1.00	Unlimited	FEFU	0	25	50
3 to 6 years of service	1.00	Unlimited	FEFU	0	26	52
6 to 9 years of service	1.00	Unlimited	FEFU	0	27	54
Over 10 years of service	1.00	Unlimited	FEFU	0	28	56
Southern Illinois University – Carbondale						
Administrators						
Up to 3 years of service	0.60	Unlimited	LEFU	43	25	50
4 to 6 years of service	0.60	Unlimited	LEFU	43	26	52
7 to 9 years of service	0.60	Unlimited	LEFU	43	27	54
10 and over	0.60	Unlimited	LEFU	43	28	56
Faculty						
Up to 3 years of service	0.60	Unlimited	LEFU	43	25	50
4 to 6 years of service	0.60	Unlimited	LEFU	43	26	52
7 to 9 years of service	0.60	Unlimited	LEFU	43	27	54
10 and over	0.60	Unlimited	LEFU	43	28	56
Civil Service (Non–Exempt)	1.00	Unlimited	FEFU	0	12–28 [3]	24–56 [3]

[3] Twelve days earned for the first year of service and one additional day each year after up to 17 years.

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ILLINOIS PUBLIC UNIVERSITIES AND HIGHER EDUCATION AGENCIES
FACULTY AND STAFF SICK LEAVE AND VACATION BENEFITS

	Sick Leave Benefits				Vacation Benefits	
	Days Earned Per Month – Cumulative	Maximum Accumulation	Method of Payment for Accumulated Sick Days*	Additional Days Earned Per Year Non–cumulative	Days Earned Per Year – Cumulative	Maximum Accumulation
Southern Illinois University – Carbondale (continued)						
Civil Service (Exempt)						
Up to 3 years of service	1.00	Unlimited	FEFU	0	25	50
4 to 6 years of service	1.00	Unlimited	FEFU	0	26	52
4 to 6 years of service	1.00	Unlimited	FEFU	0	27	54
10 and over	1.00	Unlimited	FEFU	0	28	56
Southern Illinois University – Edwardsville						
Administrators	0.60	Unlimited	LEFU	43	25	50
Faculty	0.60	Unlimited	LEFU	43	25	50
Civil Service (Non–Exempt)	1.00	Unlimited	FEFU	0	12–28 [4]	24–56 [4]
Civil Service (Exempt)						
Up to 3 years of service	1.00	Unlimited	FEFU	0	25	50
4 to 6 years of service	1.00	Unlimited	FEFU	0	26	52
4 to 6 years of service	1.00	Unlimited	FEFU	0	27	54
10 and over	1.00	Unlimited	FEFU	0	28	56
The University of Illinois [5]						
Administrators	1.00	240	LEFU	13	24	48
Faculty	1.00	240	LEFU	13	24	48
Civil Service (Non–Exempt)						
Up to 3 years of service	1.00	Unlimited	FEFU	0	12	24
3 to 6 years of service	1.00	Unlimited	FEFU	0	15	30
6 to 9 years of service	1.00	Unlimited	FEFU	0	18	36
10 to 14 years of service	1.00	Unlimited	FEFU	0	21	42
Over 14 years of service	1.00	Unlimited	FEFU	0	25	50
Civil Service (Exempt)						
Up to 3 years of service	1.00	Unlimited	FEFU	0	25	50
3 to 6 years of service	1.00	Unlimited	FEFU	0	26	52
6 to 9 years of service	1.00	Unlimited	FEFU	0	27	54
Over 10 years of service	1.00	Unlimited	FEFU	0	28	56

[4] Twelve days earned for the first year of service and one additional day each year after up to 17 years.
[5] Vacation and Sick Leave Policies are indentical for all three campuses.

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ILLINOIS PUBLIC UNIVERSITIES AND HIGHER EDUCATION AGENCIES
FACULTY AND STAFF SICK LEAVE AND VACATION BENEFITS

	Sick Leave Benefits				Vacation Benefits	
	Days Earned Per Month – Cumulative	Maximum Accumulation	Method of Payment for Accumulated Sick Days*	Additional Days Earned Per Year Non–cumulative	Days Earned Per Year – Cumulative	Maximum Accumulation
Illinois Community College Board						
Administrative and Professional (Exempt) [6]						
Up to 3 years of service	1.00	Unlimited	FEFU	0	25	50
3 to 6 years of service	1.00	Unlimited	FEFU	0	26	52
6 to 9 years of service	1.00	Unlimited	FEFU	0	27	54
Over 10 years of service	1.00	Unlimited	FEFU	0	28	56
Civil Service (Non–Exempt)						
Up to 3 years of service	1.00	Unlimited	FEFU	0	12	24
3 to 6 years of service	1.00	Unlimited	FEFU	0	15	30
6 to 9 years of service	1.00	Unlimited	FEFU	0	18	36
10 to 14 years of service	1.00	Unlimited	FEFU	0	21	42
Over 14 years of service	1.00	Unlimited	FEFU	0	25	50
Illinois Mathematics and Science Academy						
Administrators	1.33 [7]	Unlimited	FEFU	0	20	0
Faculty	0.83 [7]	Unlimited	FEFU	0	none	0
Support Personnel	1.00 [7]	Unlimited	FEFU	0	15	0
Residential Counselors	0.83 [7]	Unlimited	FEFU	0	none	0
AFSCME Employees						
Up to 5 years of Service	1.00	Unlimited	FEFU	0	10	20
6 years and over	1.00	Unlimited	FEFU	0	15	30
Non–AFSCME Employees						
Up to 5 years of Service	1.00	Unlimited	FEFU	0	10	20
6 years and over	1.00	Unlimited	FEFU	0	15	30
Illinois Student Assistance Commission						
Administrative and Professional	1.00	Unlimited	FEFU	0	30	60
Civil Service (Non–Exempt)						
Up to 3 years of service	1.00	Unlimited	FEFU	0	12	24
3 to 6 years of service	1.00	Unlimited	FEFU	0	15.2	30.4
6 to 9 years of service	1.00	Unlimited	FEFU	0	18.4	36.8
10 to 14 years of service	1.00	Unlimited	FEFU	0	21.6	43.2
Over 14 years of service	1.00	Unlimited	FEFU	0	25.2	50.4
Civil Service (Exempt)						
Up to 3 years of service	1.00	Unlimited	FEFU	0	25.6	51.2
3 to 6 years of service	1.00	Unlimited	FEFU	0	26.4	52.8
6 to 9 years of service	1.00	Unlimited	FEFU	0	27.2	54.4
Over 10 years of service	1.00	Unlimited	FEFU	0	28.4	56.8

[6] For employees hired after July 1, 1986, 20 vacation days are earned for less than six years service, and 25 for six years and above.
[7] Based on 12 months.

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ILLINOIS PUBLIC UNIVERSITIES AND HIGHER EDUCATION AGENCIES
FACULTY AND STAFF SICK LEAVE AND VACATION BENEFITS

	Sick Leave Benefits				Vacation Benefits	
	Days Earned Per Month – Cumulative	Maximum Accumulation	Method of Payment for Accumulated Sick Days*	Additional Days Earned Per Year Non–cumulative	Days Earned Per Year – Cumulative	Maximum Accumulation
State Universities Civil Service System						
Administrative and Professional (Exempt)						
Up to 3 years of service	1.00	Unlimited	FEFU	0	25	50
3 to 6 years of service	1.00	Unlimited	FEFU	0	26	52
6 to 9 years of service	1.00	Unlimited	FEFU	0	27	54
Over 10 years of service	1.00	Unlimited	FEFU	0	28	56
Civil Service (Non–Exempt)						
Up to 3 years of service	1.00	Unlimited	FEFU	0	12	24
3 to 6 years of service	1.00	Unlimited	FEFU	0	15	30
6 to 9 years of service	1.00	Unlimited	FEFU	0	18	36
10 to 14 years of service	1.00	Unlimited	FEFU	0	21	42
Over 14 years of service	1.00	Unlimited	FEFU	0	25	50
Board of Higher Education						
Administrative and Professional	1.00	Unlimited	FEFU	0	22	44
Civil Service (Non–Exempt)						
Up to 3 years of service	1.00	Unlimited	FEFU	0	12	24
3 to 6 years of service	1.00	Unlimited	FEFU	0	15	30
6 to 9 years of service	1.00	Unlimited	FEFU	0	18	36
10 to 14 years of service	1.00	Unlimited	FEFU	0	21	42
Over 14 years of service	1.00	Unlimited	FEFU	0	25	50

APPENDIX B

ILLINOIS COMMUNITY COLLEGES
FACULTY AND STAFF SICK LEAVE AND VACATION BENEFITS

	Sick Leave Benefits				Vacation Benefits	
	Days Earned Per Month – Cumulative	Maximum Accumulation	Method of Payment for Accumulated Sick Days *	Additional Days Earned Per Year Non–cumulative	Days Earned Per Year – Cumulative	Maximum Accumulation
Belleville Area College						
Administrative and Professional	1.33	100/20 [2]	FEFU	0	15	30
Executive Staff	1.33	100/20	FEFU	0	20	30
Faculty						
Nine month	1.33 [1]	100/20	FEFU	0	0	0
Twelve month	1.33 [1]	100/20	FEFU	0	15	45
Physical Plant Staff	1.33	35/0	FEFU	0	15 [3]	45
Public Safety	1.33	35/20	FEFU	0	15 [3]	45
Secretarial and Support Staff	1.33	35/20	FEFU	0	15 [3]	24
Black Hawk College						
Faculty						
Nine month	1.11/1.33/1.67 [4]	Unlimited	No Payout	0	0	0
Twelve month	1.00/1.25/1.58 [4]	Unlimited	No Payout	0	20	Per Contract
UAW	1.25	Unlimited	No Payout	0	10/15/20 [4]	Per Contract
Non–Represented	1.25/1.75/2.00 [4]	Unlimited	No Payout	0	20/22 [5]	Per Contract
Pro–Tech	1.25/1.75/2.00 [4]	Unlimited	No Payout	0	10/15/20 [4]	Per Contract
Public Safety	1.25	Unlimited	No Payout	0	10/15/20 [4]	Per Contract
Correctional Center	1.00	Unlimited	No Payout	0	18	Per Contract
Danville Area Community College						
Administrators	1.33	Unlimited	No Payout	0	16	30
Non–Union Classified Staff						
Through 1 year of service	1.33	Unlimited	No Payout	0	6	30
2 through 9 years	1.33	Unlimited	No Payout	0	11	30
10 years and above	1.33	Unlimited	No Payout	0	16	30
Faculty	1.00 [6]	284	No Payout	0	16	30
Classified Union						
Through 1 year of service	1.33	Unlimited	No Payout	0	6	30
2 through 9 years	1.33	Unlimited	No Payout	0	11	30
10 years and above	1.33	Unlimited	No Payout [7]	0	16	30

* First Earned, First Used (FEFU) or Last Earned, First Used (LEFU).
1 Faculty can earn an additional 1.33 days per month for teaching at least seven credit hours during the two month summer session.
2 Employees have differential payouts depending on whether they retire or leave service. The larger accumulation is for retirement only.
3 These employees earn 10 days during the first year, and 15 days beginning with the second year of employment.
4 Based on the number of years of service.
5 For non–represented grades 125 or above, for grades 124 and below, employees earn 12, 15, or 20 days based on years of service.
6 Faculty can earn 2 additional days for the summer session.
7 Employees retiring with 10 years of service are eligible to be paid $10 dollars per unused sick day not credited to SURS up to a maximum of $200.

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ILLINOIS COMMUNITY COLLEGES
FACULTY AND STAFF SICK LEAVE AND VACATION BENEFITS

	Sick Leave Benefits				Vacation Benefits	
	Days Earned Per Month – Cumulative	Maximum Accumulation	Method of Payment for Accumulated Sick Days *	Additional Days Earned Per Year Non–cumulative	Days Earned Per Year – Cumulative	Maximum Accumulation
College of DuPage						
Administrators						
Up to 14 years of service	1.67	Unlimited	No Payout	0	20	Per Contract
15 to 19 years of service	1.67	Unlimited	No Payout	0	21	Per Contract
Over 20 years of service	1.67	Unlimited	No Payout	0	22	Per Contract
Professional	1.67	Unlimited	No Payout	0	15	Per Contract
Faculty	1.67	Unlimited	No Payout	0	0	0
Classified						
Up to 4 years of service	1.67	Unlimited	No Payout	0	10	Per Contract
5 to 9 years of service	1.67	Unlimited	No Payout	0	15	Per Contract
10 to 14 years of service	1.67	Unlimited	No Payout	0	20	Per Contract
Over 15 years of service	1.67	Unlimited	No Payout	0	21	Per Contract
Heartland Community College						
Administrative	1.00	180	No Payout[8]	0	20	40
Faculty	1.00	180	No Payout[8]	0	20	40
Professional/Technical	1.00	180	No Payout[8]	0	20	40
Classified	1.00	180	No Payout[8]	0	10	20
Highland Community College						
Administrative/Professional						
Through 5 years of service	1.00	Unlimited	No Payout	0	10	15
6 through 15 years of service	1.00	Unlimited	No Payout	0	15	20
16 years and above	1.00	Unlimited	No Payout	0	20	25
Faculty	1.00	Unlimited	No Payout	0	10	15
Maintenance/Custodial	1.00	Unlimited	No Payout	0	10	15
Illinois Central College						
Administrative	1.25	Unlimited	No Payment	0	22	44 [9]
Professional, Supervisory and Support Staff						
Through 5 years	1.25	Unlimited	No Payment	0	15	30 [9]
6 years and above	1.25	Unlimited	No Payment	0	22	44 [9]
Classified						
Through 5 years of service	1.00	Unlimited	No Payment	0	10	20 [9]
6 through 10 years	1.00	Unlimited	No Payment	0	15	30 [9]
11 through 14 years	1.00	Unlimited	No Payment	0	20	40 [9]
15 years and above	1.00	Unlimited	No Payment	0	22	44 [9]

[8] Unused sick days are not compensated, however a maximum of 180 days accumulated time will be applied toward retirement credit under SURS.
[9] At retirement, unused vacation can be paid up to a maximum of 56 days.

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ILLINOIS COMMUNITY COLLEGES
FACULTY AND STAFF SICK LEAVE AND VACATION BENEFITS

	Sick Leave Benefits				Vacation Benefits	
	Days Earned Per Month – Cumulative	Maximum Accumulation	Method of Payment for Accumulated Sick Days *	Additional Days Earned Per Year Non–cumulative	Days Earned Per Year – Cumulative	Maximum Accumulation
Illinois Eastern Community Colleges						
Administrative						
Through 1 year of service	1.42	Unlimited	No Payment	0	20	40
2 through 9 years of service	1.00	Unlimited	No Payment	0	20	40
10 through 15 years	1.25	Unlimited	No Payment	0	20	40
16 through 20 years	1.50	Unlimited	No Payment	0	20	40
21 and above	1.75	Unlimited	No Payment	0	20	40
Professional						
Through 1 year of service	1.42	Unlimited	No Payment	0	20	40
2 through 9 years of service	1.00	Unlimited	No Payment	0	20	40
10 through 15 years	1.25	Unlimited	No Payment	0	20	40
16 through 20 years	1.50	Unlimited	No Payment	0	20	40
21 and above	1.75	Unlimited	No Payment	0	20	40
Faculty						
Through 1 year of service	1.42 [10]	Unlimited	No Payment	0	0	0
2 through 9 years of service	0.83 [10]	Unlimited	No Payment	0	0	0
10 through 15 years	1.08 [10]	Unlimited	No Payment	0	0	0
16 through 20 years	1.33 [10]	Unlimited	No Payment	0	0	0
21 and above	1.58 [10]	Unlimited	No Payment	0	0	0
Classified						
Through 1 year of service	1.42	Unlimited	No Payment	0	10	20
2 through 9 years of service	1.00	Unlimited	No Payment	0	10	20
10 through 15 years	1.25	Unlimited	No Payment	0	15	20
16 through 20 years	1.50	Unlimited	No Payment	0	15	20
21 and above	1.75	Unlimited	No Payment	0	15	20
Illinois Valley Community College						
Administrative	0.83 [11]	Unlimited	No Payout	0	20	20
Faculty	0.83 [11]	Unlimited	No Payout	0	0	0
Service Employees	0.83 [11]	Unlimited	No Payout	0	15	20
Classified						
Through 1 year of service	0.83 [11]	Unlimited	No Payout	0	10	20
2 through 3 years of service	0.83 [11]	Unlimited	No Payout	0	10	20
4 through 5 years of service	0.83 [11]	Unlimited	No Payout	0	10	20
Above 5 years of service	0.83 [11]	Unlimited	No Payout	0	15	20

[10] Faculty can earn 2 additional days for the summer session.
[11] Employees earn 15 days for the first year.

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ILLINOIS COMMUNITY COLLEGES
FACULTY AND STAFF SICK LEAVE AND VACATION BENEFITS

	Sick Leave Benefits				Vacation Benefits	
	Days Earned Per Month – Cumulative	Maximum Accumulation	Method of Payment for Accumulated Sick Days *	Additional Days Earned Per Year Non–cumulative	Days Earned Per Year – Cumulative	Maximum Accumulation
Joliet Junior College						
Administration	1.67	320	No Payout	0	20	40
Buildings and Grounds						
Through 5 years of service	1.25	285	No Payout	0	10	20
6 to 9 years of service	1.25	285	No Payout	0	15	30
10 or more years of service	1.25	285	No Payout	0	20	40
Campus Police						
Through 5 years of service	1.25	295	No Payout	0	10	20
6 to 9 years of service	1.25	295	No Payout	0	15	30
10 or more years of service	1.25	295	No Payout	0	20	40
Clerical						
Through 5 years of service	1.25	295	No Payout	0	10	20
6 to 9 years of service	1.25	295	No Payout	0	15	30
10 or more years of service	1.25	295	No Payout	0	20	40
Faculty	1.25	320 [12]	No Payout	0	0	0
Food Service						
Through 5 years of service	1.67	250	No Payout	0	10	20
6 to 9 years of service	1.67	250	No Payout	0	15	30
10 or more years of service	1.67	250	No Payout	0	20	40
Support Staff						
Through 5 years of service	1.67	320	No Payout	0	10	20
6 or more years of service	1.67	320	No Payout	0	20	40
Kankakee Community College						
Administrators						
Through 2 years of service	1.10	Unlimited	No Payout	0	10	5 [15]
3 through 5 years	1.10	Unlimited	No Payout	0	15	5 [15]
6 years and above	1.10	Unlimited	No Payout	0	20	5 [15]
Faculty	1.20 [13]	Unlimited	No Payout	0	0	0
Support Staff	1.10	Unlimited	No Payout	0	20 [14]	5 [15]
Kishwaukee College						
Administration	1.25	Unlimited	No Payout	0	21	Per Contract
Other Professional	1.25	Unlimited	No Payout	0	21	Per Contract
Faculty	1.25	Unlimited	No Payout	0	0	0
Support Staff						
Through 1 year of service	1.25	Unlimited	No Payout	0	5	Per Contract

[12] Faculty can earn 2 additional days for the summer session.
[13] Based on nine months, faculty can earn two addition days for summer session.
[14] Support staff earn 10 vacation days for the first year, and one additional day for each two years of service up to a maximum of 20.
[15] Retiring employees are compensated for up to 56 unused vacation days.

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ILLINOIS COMMUNITY COLLEGES
FACULTY AND STAFF SICK LEAVE AND VACATION BENEFITS

	Sick Leave Benefits				Vacation Benefits	
	Days Earned Per Month – Cumulative	Maximum Accumulation	Method of Payment for Accumulated Sick Days *	Additional Days Earned Per Year Non–cumulative	Days Earned Per Year – Cumulative	Maximum Accumulation
Kishwaukee College (continued)						
2 through 5 years of service	1.25	Unlimited	No Payout	0	10	Per Contract
6 through 10 years of service	1.25	Unlimited	No Payout	0	15	Per Contract
11 or more years of service	1.25	Unlimited	No Payout	0	20	Per Contract
Lake Land College						
Administrative	1.17	Unlimited	No Payout	0	20	50
Support Staff	1.17	Unlimited	No Payout	0	10/20 [17]	20/30 [17]
Faculty	1.00 [16]	Unlimited	No Payout	0	0	0
Secretarial and Custodial/Maintenance	1.17	Unlimited	No Payout	0	10/20 [17]	20/30 [17]
Lewis and Clark Community College						
Administrative	1.00	Unlimited	No Payout	0	22	Per Contract
Faculty	0.83	Unlimited	No Payout	0	0	0
Classified (Exempt)						
Up to 5 years of service	1.00	Unlimited	No Payout	0	15	Per Contract
5 years and above	1.00	Unlimited	No Payout	0	20	Per Contract
Classified (Non–Exempt)						
Up to 5 years of service	1.00	Unlimited	No Payout	0	10	Per Contract
5 to 10 years of service	1.00	Unlimited	No Payout	0	15	Per Contract
10 years and above	1.00	Unlimited	No Payout	0	20	Per Contract
Lincoln Land Community College						
Administrative	1.25	Unlimited	No Payout	0	20	Per Contract
Professional	1.25	Unlimited	No Payout	0	20 [19]	Per Contract
Faculty	1.08 [18]	Unlimited	No Payout	0	0	0
Correctional Center	1.00	Unlimited	No Payout	0	16	Per Contract
Classified	1.25	Unlimited	No Payout	0	20 [19]	Per Contract
John A. Logan College						
Faculty	1.17	45	No Payout [20]	0	0	0
Non–Teaching Professional	1.50	45	No Payout [20]	0	25 [21]	35/56 [23]
Teamsters	1.00	Unlimited	No Payout	0	20 [22]	15/15 [23]
Operational	1.50	45	No Payout [20]	0	20 [22]	20/56 [23]

16 Faculty can earn two additional days per year for the summer session.
17 Based on the number of years of service.
18 Faculty earn 15 days during the first year of employment, and can earn up to two additional days for summer session.
19 Employees earn 15 days for the first five years with one additional day per year after five years up to 20 maximum.
20 Payouts are only made upon retirement up to the maximum accumulation.
21 Employees earn 18 days up to three years, then 20 days for four to ten years of service, than one additional day per year to a maximum of 25.
22 Employees earn 12 days for the first two years of service, then one additional day per year up to 20.
23 Employees have part paid out and part credited towards retirement.

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ILLINOIS COMMUNITY COLLEGES
FACULTY AND STAFF SICK LEAVE AND VACATION BENEFITS

	Sick Leave Benefits				Vacation Benefits	
	Days Earned Per Month – Cumulative	Maximum Accumulation	Method of Payment for Accumulated Sick Days *	Additional Days Earned Per Year Non–cumulative	Days Earned Per Year – Cumulative	Maximum Accumulation
McHenry County College						
Administrative and Professional	1.00	Unlimited	No Payout	0	21 [24]	Per Contract
Faculty	1.00	Unlimited	No Payout	0	0	0
Classified						
Through 3 years of service	1.00	Unlimited	No Payout	0	12	Per Contract
4 through 10 years of service	1.00	Unlimited	No Payout	0	18	Per Contract
11 through 19 years of service	1.00	Unlimited	No Payout	0	21	Per Contract
After 20 years of service	1.00	Unlimited	No Payout	0	24	Per Contract
Moraine Valley Community College						
Administration	1.00	Unlimited	No Payout	0	21	Per Contract
Faculty	1.20	Unlimited	No Payout	0	0	0
Support Staff						
Through 2 years of service	1.00	Unlimited	No Payout	0	12	Per Contract
3 through 4 years of service	1.00	Unlimited	No Payout	0	13.5	Per Contract
5 through 7 years of service	1.00	Unlimited	No Payout	0	15	Per Contract
8 through 9 years of service	1.00	Unlimited	No Payout	0	18	Per Contract
10 years and above	1.00	Unlimited	No Payout	0	20	Per Contract
Morton College						
Administrators	1.67	Unlimited [25]	No Payout	0	21	21
Faulty	1.25	Unlimited [25]	No Payout	0	0	0
Classified						
Up to 6 years of service	1.00	Unlimited [25]	No Payout	0	10	10
6 through 10 years of service	1.00	Unlimited [25]	No Payout	0	15	15
11 thrugh 15 years of service	1.00	Unlimited [25]	No Payout	0	18	18
16 years and above	1.00	Unlimited [25]	No Payout	0	20	20
Oakton Community College						
Administrators	1.25	Unlimited	No Payout	0	20	20
Faculty	1.25	Unlimited	No Payout	0	0	0
Classified (Non–Exempt)						
Up to 6 years of service	1.25	Unlimited	No Payout	0	10	10
6 to 7 years of service	1.25	Unlimited	No Payout	0	13	13
7 to 8 years of service	1.25	Unlimited	No Payout	0	14	14
8 to 9 years of service	1.25	Unlimited	No Payout	0	15	15
9 to 10 years of service	1.25	Unlimited	No Payout	0	16	16
Over 10 years of service	1.25	Unlimited	No Payout	0	17	17

[24] Employees earn 24 days after 20 years of service.
[25] Employees can earn 10 additional sick days per year at 80 percent pay. These can accumulate up to 60 days.

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ILLINOIS COMMUNITY COLLEGES
FACULTY AND STAFF SICK LEAVE AND VACATION BENEFITS

	Sick Leave Benefits				Vacation Benefits	
	Days Earned Per Month – Cumulative	Maximum Accumulation	Method of Payment for Accumulated Sick Days *	Additional Days Earned Per Year Non–cumulative	Days Earned Per Year – Cumulative	Maximum Accumulation
Oakton Community College (continued)						
Classified (Exempt)						
Up to 6 years of service	1.25	Unlimited	No Payout	0	15	15
6 to 7 years of service	1.25	Unlimited	No Payout	0	18	18
7 to 8 years of service	1.25	Unlimited	No Payout	0	19	19
Over 8 years of service	1.25	Unlimited	No Payout	0	20	20
Parkland College						
Administrative	1.00	Unlimited	No Payout	0	24	56
Faculty	1.00	Unlimited	No Payout	0	0	0
Classified						
Through 1 year of service	1.00	Unlimited	No Payout	0	12	17
Through 2 years of service	1.00	Unlimited	No Payout	0	13	18
Through 3 years of service	1.00	Unlimited	No Payout	0	14	19
4 through 6 years of service	1.00	Unlimited	No Payout	0	15	20
7 through 8 years of service	1.00	Unlimited	No Payout	0	16	21
9 through 10 years of service	1.00	Unlimited	No Payout	0	17	22
11 through 12 years of service	1.00	Unlimited	No Payout	0	18	23
13 through 14 years of service	1.00	Unlimited	No Payout	0	19	24
15 years and above	1.00	Unlimited	No Payout	0	20	25
Prairie State College						
Administration	1.25	Unlimited	No Payout	0	22	22
Faculty	1.00 [26]	Unlimited	No Payout	0	0	0
Support Staff	1.00	Unlimited	No Payout	0	20 [27]	20 [27]
Rend Lake College						
Administrative and Academic Support	1.25	Unlimited	No Payout	0	20	25
Faculty	1.25 [28]	Unlimited	No Payout	0	0	0
Office Support and Physical Plant	1.50	Unlimited	No Payout	0	20	25
Rock Valley College						
Administrative	1.25	Unlimited	No Payout	0	20	20
Faculty	1.25	Unlimited	No Payout	0	20	20
Classified	1.25	Unlimited	No Payout	0	20 [29]	20

[26] Faculty earn 16 days per year for their first year.
[27] Support staff earn 10 days per year for their first year of service with one additional day per year up to 20.
[28] Faculty can earn two additional days for the summer session.
[29] Employees earn five days for the first year, 10 days for years two through five, and one additional day each year up to a maximum of 20.

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ILLINOIS COMMUNITY COLLEGES
FACULTY AND STAFF SICK LEAVE AND VACATION BENEFITS

	Sick Leave Benefits				Vacation Benefits	
	Days Earned Per Month – Cumulative	Maximum Accumulation	Method of Payment for Accumulated Sick Days *	Additional Days Earned Per Year Non–cumulative	Days Earned Per Year – Cumulative	Maximum Accumulation
Shawnee Community College						
Administrative	1.42	Unlimited	No Payout	0	12 [30]	12 [30]
Faculty	1.42	Unlimited	No Payout	0	0	0
Classified	1.42	Unlimited	No Payout	0	12 [30]	12 [30]
South Suburban College						
Administrators	1.00	Unlimited	No Payout	0	20	30
Faculty	1.00	Unlimited	No Payout	0	0	0
Support Staff						
Through 4 years of service	1.00	Unlimited	No Payout	0	10	30
5 through 13 years of service	1.00	Unlimited	No Payout	0	15	30
14 years and above	1.00	Unlimited	No Payout	0	20	30
Technical/Professional						
Through 4 years of service	1.00	Unlimited	No Payout	0	15	30
5 years and above	1.00	Unlimited	No Payout	0	20	30
Spoon River College						
Administrators	1.25	Unlimited	No Payout	0	22	No Maximum
Professional Support	1.25	Unlimited	No Payout	0	22	No Maximum
Faculty	1.25	Unlimited	No Payout	0	22	No Maximum
Classified						
Through 1 year	1.25	Unlimited	No Payout	0	5	No Maximum
2 through 4 years	1.25	Unlimited	No Payout	0	10	No Maximum
5 through 9 years	1.25	Unlimited	No Payout	0	15	No Maximum
10 through 14 years	1.25	Unlimited	No Payout	0	20	No Maximum
15 years and above	1.25	Unlimited	No Payout	0	22	No Maximum
State Community College						
Administration/Staff						
Through 2 years of service	1.00	Unlimited	FEFU	0	25	Per Contract
3 to 6 years of service	1.00	Unlimited	FEFU	0	26	Per Contract
6 to 9 years of service	1.00	Unlimited	FEFU	0	27	Per Contract
9 years and above	1.00	Unlimited	FEFU	0	28	Per Contract
Faculty						
Through 2 years of service	1.00 [31]	Unlimited	FEFU	0	25	Per Contract
3 to 6 years of service	1.00 [31]	Unlimited	FEFU	0	26	Per Contract
6 to 9 years of service	1.00 [31]	Unlimited	FEFU	0	27	Per Contract
9 years and above	1.00 [31]	Unlimited	FEFU	0	28	Per Contract

[30] Employees earn 12 days per year for the first year and one additional day each year after.
[31] Faculty can earn up to two additional days during the summer session.

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FACULTY AND STAFF SICK LEAVE AND VACATION BENEFITS

	Sick Leave Benefits				Vacation Benefits	
	Days Earned Per Month – Cumulative	Maximum Accumulation	Method of Payment for Accumulated Sick Days *	Additional Days Earned Per Year Non–cumulative	Days Earned Per Year – Cumulative	Maximum Accumulation
State Community College (continued)						
Civil Service						
Through 2 years of service	1.00	Unlimited	FEFU	0	12	Per Contract
3 to 6 years of service	1.00	Unlimited	FEFU	0	15	Per Contract
6 to 9 years of service	1.00	Unlimited	FEFU	0	18	Per Contract
9 to 14 years of service	1.00	Unlimited	FEFU	0	21	Per Contract
14 years and above	1.00	Unlimited	FEFU	0	25	Per Contract
John Wood Community College						
Professional						
12 month	1.00	Unlimited	No Payout	0	20 [32]	40
Academic Year	1.11	Unlimited	No Payout	0	0	0
Classified						
Through 4 years of service	1.00	Unlimited	No Payout	0	12	20
5 through 9 years of service	1.00	Unlimited	No Payout	0	15	20
10 years and above	1.00	Unlimited	No Payout	0	20	20

[32] Employees are given 12 days during the first year.

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